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Minimum Qualification Specifications
for the Classes:

NURSERY WORKER I
NURSERY WORKER II

Basic Requirement:

Either experience (paid or unpaid), education, training, or any combination thereof, which demonstrates the ability to read and to comprehend and apply written and oral directions.

Experience Requirements:

Except for the substitutions provided for in this specification, applicants must have had progressively responsible experience of the type and quality described below and in the amount indicated in the following table:

Class Title	Specialized Experience	Supervisory Experience	Total
Nursery Worker I	1	0	1
Nursery Worker II	2	*	2

Specialized Experience: Work experience which shows that the applicant possesses knowledge of the methods of vegetative and seed plant propagation such as air-layering, grafting, budding, cuttage, seed storage, cross-pollination; application of insecticides, pesticides, herbicides and fungicides; the care and maintenance of plants; principles and practices of nursery work; identification, prevention, eradication, and control of plant diseases, weeds and insect pests; soil conditions, characteristics and nutrients; equipment, materials and facilities used in nursery work; plants indigenous to the area; and ability to understand and follow oral and written instructions and to keep simple records.

Supervisory Experience: Work experience which included supervising other nursery workers by 1) planning and directing their work; 2) assigning and reviewing their work; 3) developing work schedules and priorities; 4) training of subordinates; and 5) disciplining of subordinates.

(*) For the Nursery Worker II level, applicants must show evidence of supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through the completion of regular or special assignments which involved supervisory responsibilities or aspects; by serving as a group or team leader, or in similar work in which opportunities for demonstrating supervisory and administrative capabilities exist; by completion of training

courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisal by a supervisor indicating the possession of supervisory potential.

Quality of Experience:

Possession of the required amount of experience will not in itself be accepted as proof of qualification for the position. The applicant's overall experience must have been of such scope and responsibility as to conclusively demonstrate that he has the ability to perform the duties of the position for which he is being considered.

Substitutions Allowed:

1. Completion of a two-year vocational agriculture curriculum at an accredited high school which provided the applicant with knowledge of the various methods of vegetative and seed plant propagation; identification, prevention, control and eradication of plant diseases and insect pests; soil conditions, characteristics and nutrients; proper application of insecticides, pesticides and other plant chemicals; and ability to apply these knowledge as demonstrated by practical experience such as an agricultural practicum, field experience, or other "hands-on" experience involving principles of ornamental horticulture may be substituted for one year of specialized experience.
2. Study at an accredited university, community college or vocational/technical school which included at least one course in each of the following areas-horticulture, entomology, plant pathology and soil science--may be substituted for specialized experience on a year-for-year basis. (30 semester hour credits or 45 quarter hour credits is equivalent to one year of experience). This coursework must have provided knowledge of identification of plants indigenous to the area; various methods of vegetative and seed plant propagation such as air-layering, grafting, budding, cuttage, seed storage, cross-pollination; the application of insecticides, pesticides, herbicides and fungicides; the care and maintenance of plants; principles and practices of nursery work; the identification, prevention, control and eradication of insect pests and plant diseases; equipment, materials and facilities used in nursery work; and soil conditions, characteristics and nutrients.

License Requirement:

For some positions, applicants may be required to possess a valid State of Hawaii operator's license.

Certification Requirement:

For some positions, applicants may be required to qualify for Department of Agriculture certification for use of restricted pesticides.

Selective Certification:

Certain positions may require that certification and selection be restricted to eligibles who possess the pertinent specialized experience and knowledge required to perform the duties of the position. In requesting selective certification, the department must show the connection between the kind of training and/or experience upon which they wish to base selective certification and the duties and responsibilities of the position to be filled.

Examination:

All applicants must qualify on an appropriate examination for the class. For non-competitive actions, the examination may be waived.

Physical Requirements:

Standard 3g. Applicants must be physically able to perform efficiently the duties of the position, which are described elsewhere in this specification. Good distant vision in one eye and ability to read without strain printed material the size of typewritten characters are required, glasses permitted. Ability to hear the conversational voice, with or without a hearing aid, is required. In most instances, an amputation of arm, hand, leg or foot will not disqualify an applicant for appointment, although it may be necessary that this condition be compensated by use of satisfactory prosthesis. Any physical condition which would cause the applicant to be a hazard to himself or others will disqualify for appointment. In addition, applicants must possess emotional and mental stability.

A person with a handicap will be considered upon demonstration of ability or means to compensate for his handicap sufficiently to perform the job.

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This is an amendment to the minimum qualification specifications for the classes NURSERY WORKER I, and NURSERY WORKER II which were approved on January 2, 1963.

Date Approved: July 13, 1976 (for) /s/ Wayne Yamasaki
DONALD BOTELHO
Director of Personnel Services